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BYLAWS

Everence Federal Credit Union
Charter No. 10223

(A corporation chartered under the laws of the United States)

Effective September 29, 2025



BYLAWS

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BYLAWS

Everence Federal Credit Union Charter No. 10223

(A corporation chartered under the laws of the United States)

Article I. Name – Purpose

Section 1. *Name.* The name of this credit union is as stated in Section 1 of its charter, Everence Federal Credit Union.

Section 2. *Purposes.* The purpose of this credit union is to promote thrift among its members by affording them an opportunity to accumulate their savings and to create for them a source of credit for provident or productive purposes.

Article II. Qualifications for Membership

Section 1. *Field of membership.* The field of membership of this credit union is limited to that stated in Section 5 of its charter.

Section 2. *Membership application procedures.* Applications for membership from persons eligible for membership under Section 5 of the charter must be signed by the applicant on forms approved by the board. Upon approval of an application by a majority of the directors, or a majority of the members of a duly authorized executive committee or by a membership officer, and upon subscription to at least one share of this credit union and the payment of the initial installment, and the payment of a uniform entrance fee if required by the board, the applicant is admitted to membership. If a membership application is denied, the reasons must be furnished in writing to the person whose application is denied, upon written request.

Section 3. *Maintenance of membership share required.* A member who withdraws all shareholdings or fails to comply with the time requirements in Article III, Section 3, ceases to be a member. By resolution, the board may require persons readmitted to membership to pay another entrance fee.

Section 4. *Continuation of membership.* Once a member becomes a member, that person may remain a member until the person or organization chooses to withdraw or is expelled in accordance with the Act. A member who is disruptive to credit union operations may be subject to limitations on services and access to credit union facilities.

Article III. Shares of Members

Section 1. *Par value.* The par value of each share will be \$5.00.

Section 2. *Cap on shares held by one person.* The maximum amount of shares that may be held by any one member will be established from time to time by resolution of the board.

Section 3. *Time periods for payment and maintenance of membership share.* A member who fails to complete payment of one share within 18 months of admission to membership, or within 18 months from the increase in the par value of shares, or a member who reduces the share balance below the par value of one share and does not increase the balance to at least the par value of one share within 6 months of the reduction may be terminated from membership.

Section 4. *Transferability.* Shares may only be transferred from one member to another by an instrument in a form as the board may prescribe. Such a transfer will carry dividend credits with it.

Section 5. *Withdrawals.* Money paid in on shares or installments of shares may be withdrawn as provided in these bylaws or regulation on any day when payment on shares may be made, provided that:

- (a) The board has the right, at any time, to require members to give, in writing, not more than 60 days' notice of intention to withdraw the whole or any part of the amounts paid in by them.
- (b) The board may determine that, if shares are paid in under an accumulated payroll deduction plan as prescribed in the Accounting Manual for Federal Credit Unions, they may not be withdrawn until credited to members' accounts.
- (c) No member may withdraw any shareholdings below the amount of the member's primary or contingent liability to the credit union if the member is delinquent as a borrower, or if borrowers for whom the member is comaker, endorser, or guarantor are delinquent, without the written approval of the credit committee or loan officer; except that shares issued in an irrevocable trust as provided in Section 6 of this Article are not subject to restrictions upon withdrawal except as stated in the trust agreement.
- (d) The share account of a deceased member (other than one held in joint tenancy with another member) may be continued until the close of the dividend period in which the administration of the deceased's estate is completed, but not to exceed a period of 4 years.
- (e) The board will have the right, at any time, to impose a fee for excessive share withdrawals from regular share accounts. The number of withdrawals not subject to a fee and the amount of the fee will be established by board resolution. It will be subject to regulations applicable to the advertising and disclosure of terms and conditions on member accounts.

Section 6. *Trusts.* Shares may be issued in a revocable or irrevocable trust, subject to the following:

When Shares are issued in a revocable trust, the settlor must be a member of this credit union in his own right. When shares are issued in an irrevocable trust, either the settlor or the beneficiary must be a member of this credit union. The name of the beneficiary must be stated in both a revocable and an irrevocable trust. For purposes of this Section, shares issued pursuant to a pension plan authorized by the rules and regulations will be treated as an irrevocable trust unless otherwise indicated in the rules and regulations.

Section 7. *Joint accounts and membership requirements.* Each member must purchase and maintain at least one share in a share account that names the member as the sole or primary owner. Being named as a joint owner of a joint account is not sufficient to establish membership.

Article IV. Meetings of Members

Section 1. *Annual meeting.* The annual meeting of the members must be held within the period authorized in the Act, in the county in which any office of the credit union is located or within a radius of 100 miles of such office, at the time and place as the board determines and announces in the notice of the annual meeting.

Section 2. *Notice of meetings required.* At least 30 but no more than 75 days before the date of any annual meeting or at least 7 days before the date of any special meeting of the members, the secretary must give written notice to each member by in person delivery, or by mailing the written notice to each member at the address that appears on the records of this credit union. Notice of the annual meeting may be given by posting the notice in a conspicuous place in the office of this credit union where it may be read by the members, at least 30 days prior to such meeting, if the annual meeting is to be held during the same month as that of the previous annual meeting and if this credit union maintains an office that is readily accessible to members where regular business hours are maintained. Any meeting of the members, whether annual or special, may be held without prior notice, at any place or time, if all the members entitled to vote, who are not present at the meeting, waive notice in writing, before, during, or after the meeting.

Notice of any special meeting must state the purpose for which it is to be held, and no business other than that related to this purpose may be transacted at the meeting.

Section 3. *Special meetings.* Special meetings of the members may be called by the chair or the board of directors upon a majority vote, or by the supervisory committee as provided in these bylaws and may be held at any location permitted for the annual meeting. A special meeting must be called by the chair within 30 days of the receipt of a written request of 25 members or 5% of the members as of the date of the request, whichever number is larger. However, a request of no more than 500 members may be required for such a meeting. The notice of a special meeting must be given as provided in Section 2 of this Article.

Section 4. *Items of business for annual meeting and rules of order for annual and special meetings.* The suggested order of business at annual meetings of members is:

- (a) Ascertainment that a quorum is present.
- (b) Reading and approval or correction of the minutes of the last meeting.
- (c) Report of directors, if there is one.
- (d) Report of the financial officer or the chief management official.
- (e) Report of the credit committee, if there is one.
- (f) Report of the supervisory committee.
- (g) Unfinished business.
- (h) New business other than elections.
- (i) Elections.
- (j) Adjournment.
- (k) The order of business must comply with “Robert’s Rules of Order.”

Section 5. *Quorum.* Except as otherwise provided, 15 members constitute a quorum at annual or special meetings. If no quorum is present, an adjournment may be taken to a date not fewer than 7 nor more than 14 days thereafter. The members present at any such adjourned meeting will constitute a quorum, regardless of the number of members present. The same notice must be given for the adjourned meeting as is prescribed in Section 2 of this Article for the original meeting, except that such notice must be given not fewer than 5 days previous to the date of the meeting as fixed in the adjournment.

Section 6. *Emergency exception to in-person quorum requirement.* This credit union may hold its annual meeting of the members, and special member meetings for authorized purposes other than member expulsion under Article XIV of these bylaws, virtually and without an in-person quorum if all of the following conditions apply and are certified in meeting minutes by a resolution of the majority of a quorum of the board of directors:

- At least one of the following is located in an area where a federal, state, or local authority has declared a state of emergency or major disaster:
 - a. all or part of a community the credit union serves; or
 - b. the credit union's headquarters.
- The credit union has the technological capacity to facilitate virtual meeting attendance, voting, and participation.
- Members receive at least seven days' advance notice of the change to a virtual meeting format and appropriate instructions for how to join, participate, and vote during the virtual meeting.
- The NCUA has issued general or specific guidance notifying the credit union that it is appropriate to invoke this bylaw provision.

Article V. Elections

Election by electronic device (including but not limited to telephone and electronic mail) or mail ballot, nominating committee, and nominations by petition.

Section 1. *Nomination procedures.* At least 120 days before each annual meeting, the chair will appoint a nominating committee of three or more members. It is the duty of the nominating committee to nominate at least one member for each vacancy, including any unexpired term vacancy, for which elections are being held, and to determine that the members nominated are agreeable to the placing of their names in nomination and will accept office if elected. The nominating committee must widely publicize the call for nominations to all members by any medium and interview each member that meets any qualifications established by the nominating committee.

The nominating committee files its nominations with the secretary of the credit union at least 90 days before the annual meeting, and the secretary notifies in writing all members eligible to vote at least 75 days before the annual meeting that nominations for vacancies may also be made by petition signed by 1% of the members with a minimum of 20 and a maximum of 500. The secretary may use electronic mail to notify members who have opted to receive notices or statements electronically.

The notice must indicate that the election will not be conducted by ballot, and there will be no nominations from the floor when the number of nominees equals the number of positions to be filled.

A brief statement of qualifications and biographical data in a form approved by the board of directors will be included for each nominee submitted by the nominating committee with the notice to all eligible members. Each nominee by petition must submit a similar statement of qualifications and biographical data with the petition.

The notice must state the closing date for receiving nominations by petition. In all cases, the period for receiving nominations by petition must extend at least 30 days from the date of the

petition requirement, and the list of the nominating committee's nominees is mailed to all members. To be effective, nominations by petition must be accompanied by a signed certificate from the nominee or nominees stating that they are agreeable to nomination and will serve if elected to office.

Nominations by petition must be filed with the secretary of the credit union at least 40 days before the annual meeting, and the secretary will ensure that nominations by petition, along with those of the nominating committee, are posted in a conspicuous place in each credit union office at least 35 days before the annual meeting.

Section 2. *Election procedures.* All elections are determined by plurality vote. All elections will be by electronic device or mail ballot, subject to the following conditions:

- (a) The board of directors will appoint the election tellers.
- (b) If sufficient nominations are made by the nominating committee or by petition to provide more nominees than positions to be filled, the secretary, at least 30 days before the annual meeting, will cause either a printed ballot or notice of ballot to be mailed to all members eligible to vote. Electronic mail may be used to provide the notice of ballot to members who have opted to receive notices or statements electronically.
- (c) If the credit union is conducting its elections electronically, the secretary will cause the following materials to be transmitted to each eligible voter, and the following procedures will be followed:
 - (1) One notice of balloting stating the names of the candidates for the board of directors and the candidates for other separately identified offices or committees. The name of each candidate must be followed by a brief statement of qualifications and biographical data in a form approved by the Board of Directors. Electronic mail may be used to provide the notice of ballot to members who have opted to receive notices or statements electronically.
 - (2) One mail ballot that conforms to Section 2(d) of this Article and one instruction sheet stating specific instructions for the electronic election procedure, including how to access and use the system, and the period of time in which votes will be taken. The instruction will state that members without the requisite electronic device necessary to vote on the system may vote by submitting the enclosed mail ballot and specify the date the mail ballot must be received by the credit union. For members who have opted to receive notices or statements electronically, the mail ballot is not required, and electronic mail may be used to provide the instructions for the electronic election procedure.
 - (3) It is the duty of the tellers of election to verify or cause to be verified the name of the voter and the credit union account number as they are registered in the electronic balloting system. The teller must test the integrity of the balloting system at regular intervals during the election period.
 - (4) Ballots must be received no later than midnight, 5 calendar days before the annual meeting.

- (5) The vote will be tallied by the tellers. The result must be verified at the annual meeting, and the chair will make the result of the vote public at the annual meeting.
 - (6) In the event of malfunction of the electronic balloting system, the board of directors may, in its discretion, order elections to be held by mail ballot only. The mail ballots must conform to Section 2 (d) of this Article and must be mailed once more to all eligible members 30 days before the annual meeting. The board may make reasonable adjustments to the voting time frames above or postpone the annual meeting when necessary to complete the elections before the meeting.
- (d) If the credit union is conducting its election by mail ballot, the secretary will cause the following materials to be mailed to each member, and the following procedures will be followed:
- (1) One ballot clearly identified as the ballot on which the names of the candidates for the board of directors and the candidates for other separately identified offices or committees are printed in random order. The name of each candidate will be followed by a brief statement of qualifications and biographical data, in a form approved by the Board of Directors.
 - (2) One ballot envelope clearly marked with instructions that the completed ballot must be placed in that envelope and sealed.
 - (3) One identification form to be completed to include the name, address, signature, and credit union account number of the voter.
 - (4) One mailing envelope in which the voter, following instructions provided with the mailing envelope, must insert the sealed ballot envelope and the identification form, and which must have postage prepaid and be preaddressed for return to the tellers.
 - (5) When properly designed with features that preserve the secrecy of the ballot, one form can be printed that represents a combined ballot and identification form, and a postage prepaid and preaddressed return envelope.
 - (6) It is the duty of the tellers to verify, or cause to be verified, the name and credit union account number of the voter as appearing on the identification form; to place the verified identification form and the sealed ballot envelope in a place of safekeeping pending the count of the vote; in the case of a questionable or challenged identification form, to retain the identification form and sealed ballot envelope together until the verification or challenge has been resolved.
 - (7) Ballots mailed to the tellers must be received by the tellers no later than midnight, 5 days before the date of the annual meeting.
 - (8) The vote will be tallied by the tellers. The result will be verified at the annual meeting, and the chair will make the result of the vote public at the annual meeting.

Article VI. Board of Directors

Section 1. *Number of members.* The board consists of 9 members, all of whom must be members of this credit union. The number of directors may be changed to an odd number not

fewer than 5 nor more than 15 by resolution of the board. No reduction in the number of directors may be made unless corresponding vacancies exist as a result of deaths, resignations, expiration of terms of office, or other actions provided by these bylaws. A copy of the resolution of the board covering any increase or decrease in the number of directors must be filed with the official copy of the bylaws of this credit union.

Section 2. *Composition of board and committees.* One director or committee member may be a paid employee of the credit union. No immediate family members of a director or committee member may be a paid employee of the credit union. In no case may employees and family members constitute a majority of the board. The board may appoint a management official who may be a member of the board and one or more assistant management officials who may be a member of the board. If a management official or assistant management official is permitted to serve on the board, he or she may not serve as the chair.

Section 3. *Terms of office.* The regular terms of office for directors must be for a period 3 years, as the board determines, provided, however, that all regular terms must be for the same number of years and until the election and qualification of successors. The regular terms must be fixed at the beginning, or upon any increase or decrease in the number of directors, so that approximately an equal number of regular terms must expire at each annual meeting. No director may serve more than 4 consecutive regular terms.

Section 4. *Vacancies.* Any vacancy on the board, credit committee, if applicable, or supervisory committee will be filled within a reasonable time by a vote of a majority of the directors then holding office. Directors and credit committee members so appointed will hold office only until the next annual meeting, at which any unexpired terms will be filled by a vote of the members, and until the qualification of their successors. Members of the supervisory committee so appointed will hold office until the first regular meeting of the board following the next annual meeting of members, at which the regular term expires, and until the appointment and qualification of their successors.

Section 5. *Regular and special meetings.* A regular meeting of the board must be held each month at the time and place fixed by resolution of the board. One regular meeting each calendar year must be conducted in person. If a quorum is present in person for the annual in-person meeting, the remaining board members may participate using audio or video teleconference methods. The other regular meeting may be conducted using audio or video teleconference methods. The chair, or in the chair's absence, the ranking vice chair, may call a special meeting of the board at any time and must do so upon written request of a majority of the directors then holding office. Unless the board prescribes otherwise, the chair, or in the chair's absence, the ranking vice chair, will fix the time and place of special meetings. Notice of all meetings will be given in such manner as the board may from time to time by resolution prescribe. Special meetings may be conducted using audio or video teleconference methods. The board may act and vote on resolutions without a meeting. The board must first obtain unanimous consent for the action in writing or by electronically recorded means.

Section 6. *Board responsibilities.* The board has the general direction and control of the affairs of this credit union and is responsible for performing all the duties customarily performed by boards of directors. This includes but is not limited to the following:

- (a) Directing the affairs of the credit union in accordance with the Act, these bylaws, the rules and regulations, and sound business practices.
- (b) Establishing programs to achieve the purposes of this credit union as stated in Article 1, Section 2, of these bylaws.

- (c) Establishing a loan collection program and authorizing the charge-off of uncollectible loans.
- (d) Determining that all persons appointed or elected by this credit union to any position requiring the receipt, payment, or custody of money or other property of this credit union, or in its custody or control as collateral or otherwise, are properly bonded in accordance with the Act and regulations.
- (e) Performing additional acts and exercising additional powers as may be required or authorized by applicable law.
- (f) Reviewing denied loan applications of members who file written requests for such review.
- (g) Appointing one or more loan officers and delegating to those officers the power to approve or disapprove loans, lines of credit, or advances from lines of credit.
- (h) In its discretion, appointing a loan review committee to review loan denials and delegating to the committee the power to overturn denials of loan applications. The committee will function as a mid-level appeal committee for the board. Any denial of a loan by the committee must be reviewed by the board upon written request of the member. The committee must consist of three members, and the regular term of office for each committee member will be two years. Not more than one member of the committee may be appointed as a loan officer.

Section 7. *Quorum.* A majority of the number of directors, including any vacant positions, constitutes a quorum for the transaction of business at any meeting, but fewer than a quorum may adjourn from time to time until a quorum is in attendance.

Section 8. *Attendance and removal.* If a director or a credit committee member, if applicable, fails to attend regular meetings of the board or credit committee, respectively, for 3 consecutive months, or 4 meetings within a calendar year, or otherwise fails to perform any of the duties as director or a credit committee member, the office may be declared vacant by the board and the vacancy filled as provided in the bylaws. The board may remove any board officer from office for failure to perform the duties thereof, after giving the officer reasonable notice and opportunity to be heard.

When any board officer, membership officer, executive committee member, or investment committee member is absent, disqualified, or otherwise unable to perform the duties of the office, the board may, by resolution, designate another member of this credit union to fill the position temporarily. The board may also, by resolution, designate another member or members of this credit union to act on the credit committee, when necessary, in order to obtain a quorum.

Section 9. *Suspension of supervisory committee members.* Any member of the supervisory committee may be suspended by a majority vote of the board of directors. The members of this credit union will decide, at a special meeting held no fewer than 7 nor more than 14 days after any such suspension, whether the suspended committee member will be removed from or restored to the supervisory committee.

Section 10. *Director Emeritus.* The board of directors may appoint any former director who served on the board at least 1 year as “Director Emeritus.” The individuals appointed directors emeriti function as an advisory committee to the board of directors. Terms for directors emeriti are 1 year. The board may increase or decrease the number of directors emeritus, or shorten or extend any director emeritus's term, by resolution. Unless separately elected or appointed, directors emeriti are not members of any other committee of the credit union. Directors emeriti

are not a member or officer of the board of directors; they may not vote on any matter before the board or any other committee of the credit union; they may not receive any compensation from the credit union; and they are not required to attend any meetings or authorized to perform any duties other than providing advice to the credit union's board, staff and other committees as needed.

Article VII. Board Officers, Management Officials and Executive Committee

Section 1. *Board officers.* The board officers of this credit union are comprised of a chair, one or more vice chairs, a financial officer, and a secretary, all of whom are elected by the board and from their number. The board determines the title and rank of each board officer and records them in the addendum to this Article. One board officer, the financial officer, may be compensated for services as determined by the board. If more than one vice chair is elected, the board determines their rank as first vice chair, second vice chair, and so on. The offices of the financial officer and secretary may be held by the same person. Unless removed as provided in these bylaws, the board officers elected at the first meeting of the board hold office until the first meeting of the board following the first annual meeting of the members and until the election and qualification of their respective successors.

Section 2. *Election and term of office.* Board officers elected at the meeting of the board following the annual meeting of the members, which must be held not later than 7 days after the annual meeting, hold office for a term of 1 year and until the election and qualification of their respective successors: provided, however, that any person elected to fill a vacancy caused by the death, resignation, or removal of an officer is elected by the board to serve only for the unexpired term of such officer and until a successor is duly elected and qualified.

Section 3. *Duties of Chair.* The chair presides at all meetings of the members and all meetings of the board, unless disqualified through suspension by the supervisory committee. The chair also performs such other duties as customarily appertain to the office of the chair or as may be directed to perform by resolution of the board not inconsistent with the Act, regulations, and these bylaws.

Section 4. *Approval required.* The board must approve all individuals who are authorized to sign all notes checks, drafts, and other orders for disbursement of credit union funds.

Section 5. *Vice chair.* The ranking vice chair has and may exercise all the powers, authority, and duties of the chair during the chair's absence or inability to act.

Section 6. *Duties of financial officer.* The financial officer manages this credit union under the control and direction of the board unless the board has appointed a management official to act as general manager. Subject to such limitations, controls and delegations as may be imposed by the board, the financial officer will:

- (a) Have custody of all funds, securities, valuable papers, and other assets of this credit union.
- (b) Provide and maintain full and complete records of all the assets and liabilities of this credit union in accordance with forms and procedures prescribed in the Accounting Manual for Federal Credit Unions or otherwise approved by the Administration.
- (c) Within 20 days after the close of each month, ensure that a financial statement showing the condition of this credit union as of the end of the month, including a summary of delinquent loans is prepared and submitted to the board and post a copy

of such statement in a conspicuous place in the office of the credit union where it will remain until replaced by the financial statement for the next succeeding month.

- (d) Ensure that such financial and other reports as the Administration may require are prepared and sent.
- (e) Within standards and limitations prescribed by the board, employ tellers, clerks, bookkeepers, and other office employees, and have the power to remove such employees.
- (f) Perform such other duties as customarily appertain to the office of the financial officer or as may be directed to perform by resolution of the board not inconsistent with the Act, regulations and these bylaws.
- (g) The board may employ one or more assistant financial officers, none of whom may also hold office as chair or vice chair, and may authorize them, under the direction of the financial officer, to perform any of the duties devolving on the financial officer, including the signing of checks. When designated by the board, any assistant financial officer may also act as financial officer during the financial officer's temporary absence or temporary inability to act.

Section 7. *Duties of management official and assistant management official.* The board may appoint a management official who is under the direction and control of the board or of the financial officer, as determined by the board. The management official may be assigned any or all of the responsibilities of the financial officer described in Section 6 of this Article. The board will determine the title and rank of each management official and record them in the addendum to this Article. The board may employ one or more assistant management officials. The board may authorize assistant management officials, under the direction of the management official, to perform any duties devolving on the management official, including the signing of checks. When designated by the board, any assistant management official may also act as a management official during the management official's temporary absence or temporary inability to act.

Section 8. *Board powers regarding employees.* The board employs, fixes the compensation, and prescribes the duties of such employees as may in the discretion of the board be necessary, and has the power to remove such employees, unless it has delegated these powers to the financial officer or management official. Neither the board, the financial officer, nor the management official has the power or duty to employ, prescribe the duties of, or remove necessary clerical and auditing assistance employed or utilized by the supervisory committee and, if there is a credit committee, the power or duty to employ, prescribe the duties of, or remove any loan officer appointed by the credit committee.

Section 9. *Duties of secretary.* The secretary prepares and maintains full and correct records of all meetings of the members and of the board, which records will be prepared within 7 days after the respective meetings. The secretary must promptly inform the Administration in writing of any change in the address of the office of the credit union or the location of its principal records. The secretary will give or cause to be given, in the manner prescribed in these bylaws, proper notice of all meetings of the members, and perform such other duties as may be directed to perform by resolution of the board not inconsistent with the Act, regulations, and these bylaws. The board may employ one or more assistant secretaries, none of whom may also hold office as chair, vice chair, or financial officer, and may authorize them under the direction of the secretary to perform any of the duties devolving on the secretary.

Section 10. *Executive committee.* The board may appoint an executive committee of not fewer than three directors to serve at its pleasure, to act for it with respect to specifically delegated

functions authorized by the Act and regulations. The board may also authorize such executive committee or a membership officer(s) appointed by the board from the membership other than a board member paid as an officer, the financial officer, any assistant to the paid officer of the board or to the financial officer or any loan officer, to serve at its pleasure to approve applications for membership under such conditions as the board and these bylaws may prescribe. No executive committee member or membership officer may be compensated as such.

Section 11. *Investment committee.* The board may appoint an investment committee composed of not less than two, to serve at its pleasure to have charge of making investments under rules and procedures established by the board. No member of the investment committee may be compensated as such.

Addendum: The board must list the positions of the board officers and management officials of this credit union. They are as follows:

- Board Chair
- Vice Chair
- Treasurer
- Secretary
- President/CEO
- VP of Finance
- VP of Operations
- VP of Lending
- VP of Member Services
- VP of Member Engagement and Community Impact
- VP of Business Services

Article VIII. Loan Officers

Section 1. *Loan Officers.* Each loan officer must maintain a record of each approved or not approved transaction within 7 days of the filing of the application or request, and such record becomes a part of the records of the credit union. No individual may disburse funds of this credit union for any application or share withdrawal that the individual has approved as a loan officer.

Section 2. *Loan Officer Duties.* The loan officer must, for each loan or line of credit, inquire into the character and financial condition of the applicant and the applicant's sureties, if any, to ascertain their ability to repay fully and promptly the obligations incurred by them and to determine whether the loan or line of credit will be of probable benefit to the borrower. Loan Officers should diligently assist applicants in resolving their financial problems.

Section 3. *Loan Approval.* No loan or line of credit may be made unless approved by a loan officer in accordance with applicable law and regulations.

Section 4. *Loan Officer Powers.* Subject to the limits imposed by applicable law and regulations, these bylaws, and the general policies of the board, a loan officer determines the security, if any, required for each application and the terms of repayment. The security furnished must be of adequate quality and character, and consistent with sound lending practices. When funds are not available to make all the loans and lines of credit for which there are applications, preference should be given, in all cases, to the smaller applications if the need and credit factors are nearly equal.

Article IX. Supervisory Committee

Section 1. *Appointment and membership.* The supervisory committee is appointed by the board from among the members of this credit union, one of whom may be a director other than the financial officer. The board determines the number of members on the committee, which may not be fewer than 3 nor more than 5. No member of the credit committee, if applicable, or any employee of this credit union, may be appointed to the committee. Regular terms of committee members are for periods of 3 years as the board determined, provided, however, that all regular terms are for the same number of years and until the appointment and qualification of successors. The regular terms are fixed at the beginning, or upon any increase or decrease in the number of committee members, so that approximately an equal number of regular terms expires at each annual meeting. No supervisory committee member shall serve for more than 4 consecutive regular terms.

Section 2. *Officers of supervisory committee.* The supervisory committee members choose from among their number a chair and a secretary. The secretary of the supervisory committee prepares, maintains, and has custody of full and correct records of all actions taken by it. The offices of chair and secretary may be held by the same person.

Section 3. *Duties of supervisory committee.*

- a. The supervisory committee makes, or causes to be made, such audits, and prepares and submits such written reports, as are required by the Act and regulations. The committee may employ and use such clerical and auditing assistance as may be required to carry out its responsibilities prescribed by this Article and may request the board to provide compensation for such assistance. It will prepare and forward to the Administration such reports as may be required.
- b. If all director positions become vacant at once, the supervisory committee immediately assumes the role of the board of directors. The supervisory committee acting as the board must generally call and hold a special meeting to elect a board. That board will serve until the next annual meeting. They must hold the special meeting at least 7 but no more than 14 days after all director positions became vacant. Nominations for the board at the special meeting are by petition or from the floor. However, the supervisory committee may forego the special meeting if the next annual meeting will occur within 45 days after all the director positions become vacant.
- c. The supervisory committee acting as the board may not act on policy matters. However, directors elected at a special meeting have the same powers as directors elected at the annual meeting.

Section 4. *Verification of accounts.* The supervisory committee will cause the verification of the accounts of all members with the records of the financial officer from time to time and not less frequently than as required by the Act and regulations. The committee must maintain a record of such verification.

Section 5. *Powers of supervisory committee—removal of directors and credit committee members.* By unanimous vote, the supervisory committee may suspend until the next meeting of the members any director, board officer, or member of the credit committee. In the event of any such suspension, the supervisory committee must call a special meeting of the members to act on the suspension, which meeting must be held not fewer than 7 nor more than 14 days after the suspension. The chair of the committee acts as chair of the meeting unless the members select another person to act as chair.

Section 6. *Powers of supervisory committee—special meetings.* By the affirmative vote of a majority of its members, the supervisory committee may call a special meeting of the members to consider any violation of the provisions of the Act, the regulations, or of the charter or the bylaws of this credit union, or to consider any practice of this credit union which the committee deems to be unsafe or unauthorized.

Article X. Organization Meeting

Section 1. *Initial meeting.* At the time an application is made for a federal credit union charter, the subscribers to the organization certificate must meet to elect a board of directors and a credit committee, if applicable. Failure to commence operations within 60 days following receipt of the approved organization certificate is cause for revocation of the charter unless a request for an extension of time has been submitted to and approved by the Regional Director.

Section 2. *Election of directors and credit committee.* The subscribers elect a chair and a secretary for the meeting. The subscribers then elect from their number, or from those eligible to become members of this credit union, a board of directors and a credit committee, if applicable, all to hold office until the first annual meeting of the members and until the election and qualification of their respective successors. If not already a member, every person elected under this Section or appointed under Section 3 of this Article, must qualify within 30 days by becoming a member. If any person elected as a director or committee member or appointed as a supervisory committee member does not qualify as a member within 30 days of such an election or appointment, the office will automatically become vacant and be filled by the board.

Section 3. *Election of board officers.* Promptly following the elections held under the provisions of Section 2 of this Article, the board must meet and elect the board officers who will hold office until the first meeting of the board of directors following the first annual meeting of the members and until the election and qualification of their respective successors. The board also appoints a supervisory committee at this meeting as provided in Article IX, Section 1, of these bylaws and a credit committee, if applicable. The members so appointed hold office until the first regular meeting of the board following the first annual meeting of the members and until the appointment and qualification of their respective successors.

Article XI. Loans and Lines of Credit to Members

Section 1. *Loan purposes.* Loans may only be made to members and for provident or productive purposes in accordance with applicable law and regulations.

Section 2. *Delinquency.* Any member whose loan is delinquent may be required to pay a late charge, as determined by the Board of Directors.

Article XII. Dividends

Section 1. *Power of board to declare dividends.* The board establishes dividend periods and declares dividends as permitted by the Act and applicable regulations.

Article XIII. Deposit of Funds

Section 1. *Fund deposits.* All funds of this credit union, except for petty cash and cash change funds, must be deposited in such qualified depository or depositories from among those authorized by applicable law and regulations as the board may from time to time by resolution designate; and must be so deposited not later than the second banking day after their receipt:

provided, however, that receipts in the aggregate of \$300 or less may be held as long as 1 week before they are deposited.

Article XIV. Expulsion and Withdrawal

A member may be expelled only in the manner provided by the Act. Expulsion or withdrawal will not operate to relieve a member of any liability to this credit union. All amounts paid in on shares by expelled or withdrawing members, prior to their expulsion or withdrawal, will be paid to them in the order of their withdrawal or expulsion, but only as funds become available and only after deducting any amounts due to this credit union.

Article XV. Minors

Section 1. *Minors permitted to own shares.* Shares may be issued in the name of a minor.

Article XVI. General

Section 1. *Compliance with law and regulation.* All power, authority, duties, and functions of the members, directors, officers, and employees of this credit union, pursuant to the provisions of these bylaws, must be exercised in strict conformity with the provisions of applicable law and regulations, and of the charter and the bylaws of this credit union.

Section 2. *Confidentiality.* The officers, directors, members of committees, and employees of this credit union must hold in confidence all transactions of this credit union with its members and all information respecting their personal affairs, except when permitted by state or federal law.

Section 3. *Removal of directors and committee members.* Notwithstanding any other provisions in these bylaws, any director or committee member of this credit union may be removed from office by the affirmative vote of a majority of the members present at a special meeting called for the purpose, but only after an opportunity has been given to be heard.

Section 4. *Conflicts of interest prohibited.* No director, committee member, officer, agent, or employee of this credit union may participate in any manner, directly or indirectly, in the deliberation upon or the determination of any question affecting his or her pecuniary or personal interest or the pecuniary interest of any corporation, partnership, or association (other than this credit union) in which he or she is directly or indirectly interested. In the event of the disqualification of any director respecting any matter presented to the board for deliberation or determination, such director must withdraw from such deliberation or determination; and in such event the remaining qualified directors present at the meeting, if constituting a quorum with the disqualified director or directors, may exercise with respect to this matter, by majority vote, all the powers of the board. In the event of the disqualification of any member of the credit committee, if applicable, or the supervisory committee, such committee member must withdraw from such deliberation or determination.

Section 5. *Records.* Copies of the organization certificate of this credit union, its bylaws and any amendments thereof, and any special authorizations by the Administration must be preserved in a place of safekeeping. Copies of the organization certificate and field of membership amendments should be attached as an appendix to these bylaws. Returns of nominations and elections and proceedings of all regular and special meetings of the members and directors must be recorded in the minute books of this credit union. The minutes of the meetings of the members, the board,

and the committees must be signed by their respective chairmen or presiding officers and by the persons who serve as secretaries of such meetings.

Section 6. *Availability of credit union records.* All books of account and other records of this credit union must be available at all times to the directors and committee members of this credit union. The charter and bylaws of this credit union must be made available for inspection by any member, and if the member requests a copy, it will be provided for a reasonable fee. As long as the Everence Federal Credit Union maintains a website, the board will post the bylaws on the website.

Section 7. *Member contact information.* Members must keep the credit union informed of their current address, or the current email address if the member has elected to receive electronic communications.

Section 8. *Indemnification.*

- (a) The credit union may elect to indemnify to the extent authorized by Model Business Corporation Act: the following individuals from any liability asserted against them and expenses reasonably incurred by them in connection with judicial or administrative proceedings to which they are or may become parties by reason of the performance of their official duties:
 - (1) current officials
 - (2) former officials
 - (3) current employees
 - (4) former employees
- (b) The credit union may purchase and maintain insurance on behalf of the individuals indicated in (a) above against any liability asserted against them and expenses reasonably incurred by them in their official capacities and arising out of the performance of their official duties to the extent such insurance is permitted by the applicable state law or the Model Business Corporation Act.
- (c) The term “official” in this bylaw means a person who is a member of the board of directors, credit committee, supervisory committee, or other volunteer committee (including elected or appointed loan officers or membership officers) established by the board of directors.

Article XVII. Amendments of Bylaws and Charter

Section 1. *Amendment procedures.* Amendments of these bylaws may be adopted and amendments of the charter requested by the affirmative vote of two-thirds of the authorized number of members of the board at any duly held meeting of the board if the members of the board have been given prior written notice of the meeting and the notice has contained a copy of the proposed amendment or amendments. No amendment of these bylaws or of the charter may become effective, however, until approved in writing by the NCUA Board. The FCU Bylaws contain several provisions allowing credit union boards to select from an option or range of options and fill in the blank. Changes to “fill in the blank” provisions are, in fact, changes to the FCU’s bylaws and require a two-thirds vote of the board. As long as the FCU selects from the permissible options for completing the blank, the FCU does not need to submit the change for written NCUA approval. After adopting amendments, Everence Federal Credit Union will update the bylaws posted on its website and ensure that members seeking to inspect the bylaws receive the most current version of the bylaws.

Article XVIII. Definitions

Section 1. General definitions. When used in these bylaws the terms:

- a) “Act” means the Federal Credit Union Act, as amended.
- b) “Administration” means the National Credit Union Administration.
- c) “Agency” means the Regional Director, the Director of the Office of National Examinations and Supervision, or the Director of the Office of Credit Union Resources and Expansion.
- d) “Applicable law and regulations” mean the Federal Credit Union Act and rules and regulations issued thereunder or other applicable federal and state statutes and rules and regulations issued thereunder as the context indicates. “Board” means board of directors of the federal credit union.
- e) “Board officers” means:
 - i. “Chair” means Presiding Board officer, President of the Board, Presiding Board Officer, or Chairperson.
 - ii. “Vice Chair” means Vice President.
 - iii. “Financial Officer” means Treasurer.
 - iv. “Secretary” means Recording Officer.
- f) “Management Official” means General Manager, Manager, President, or Chief Executive Officer.
- g) “Charter” means the approved organization certificate and field of membership issued by the National Credit Union Administration or one of its predecessors. It is the document that authorizes a group to operate as a credit union, defines the fundamental limits of its operating authority, and includes the persons the credit union is permitted to accept for membership.
- h) “Field of membership” means the persons (including organizations and other legal entities) a credit union is permitted to accept for membership.
- i) “Immediate family member” means spouse, child, sibling, parent, grandparent, grandchild, stepparents, stepchildren, stepsiblings, and adoptive relationships.
- j) “Loans” means any type of loan product the credit union offers. This includes, but is not limited to, consumer loans, lines of credit, credit cards, member business loans, commercial loans, and real estate loans.
- k) “Management” means the Board, Financial Officer, and Management Official.
- l) “Member” means a person must:
 - i. Be eligible for membership under Section 5 of the charter,
 - ii. Sign membership forms as approved by the credit union board,
 - iii. Subscribe to at least one share (par value) of stock,
 - iv. Pay the initial installment,
 - v. Pay an entrance fee, if required; and

- vi. Be eligible to vote upon reaching the minimum age the credit union establishes for voting and participation in the affairs of the credit union.
- m) "Membership Officer" means a majority of the board of directors, a majority of the members of a duly authorized executive committee, or an individual(s) appointed by the board of directors to serve as such.
- n) "NCUA Board" means the Board of the National Credit Union Administration.
- o) "Person in the same household" means an individual living in the same residence maintaining a single economic unit.
- p) "Regulation" or "regulations" means rules and regulations issued by the NCUA Board.
- q) "Paid in and unimpaired capital," as of a given date, means the balance of the paid-in share accounts as of such date, less any losses that may have been incurred for which there is no reserve or which have not been charged against undivided earnings.
- r) "Surplus," as of a given date, means the credit balance of the undivided earnings account on such date, after all losses have been provided for and net earnings or net losses have been added thereto or deducted therefrom, as the case may be. Reserves are not considered as a part of the surplus.
- s) "Share" or "shares" means all classes of shares and share certificates that may be held in accordance with applicable law and regulations.

Section 2. *Field Of Membership.* If included in the definition of the field of membership in the organization certificate charter of this credit union, the term or expression:

- a) "Organizations of such persons" means an organization or organizations composed exclusively of persons who are within the field of membership of this credit union.
- b) "Immediate family member" eligibility is limited to spouse, child, sibling, parent, grandparent or grandchild. For the purposes of this definition, immediate family member includes stepparents, stepchildren, stepsiblings, and adoptive relationships.
- c) "Household" is defined as persons living in the same residence, maintaining a single economic unit.

Addendum A

Broad Overview Of Everence Federal Credit Union History

The list below highlights some of the critical points in Everence's long history. It is not intended as an all-inclusive list. Still, it is intended to provide the reader a reference point of Everence's roots, evolution, and perspective, especially as it relates to Bylaws and Charters.

- Mennonite Mutual Aid (MMA) start – 1945-1955
- Mennonite Scottdale Federal Credit Union – 1955
- Pennsylvania Mennonite Federal Credit Union - 1984
- The Ohio Mennonite Federal Credit Union and Illinois Mennonite Federal Credit Union merger is complete, and the balance of all memberships was credited to the Pennsylvania Mennonite Federal Credit Union. - October 2000
- MMA Trust Company chartered – 2001
- Mennonite Financial amends its charter to include any member of MMA nationally- 2003
- Pennsylvania Mennonite Federal Credit Union, whose roots were chartered to serve employees of Mennonite Publishing House and local Mennonite churches in Scottdale, Pennsylvania.
- Pennsylvania Mennonite Federal Credit Union to Everence Federal Credit Union - 2010
- Everence Association, Inc. - 2012

Addendum B

EFCU Bylaws Amendments since 2007

(chronological by Board approval date)

April 23, 2007

Bylaws Article II. Qualifications for Membership, Section 4. *Continuation of membership.*

Add: *A member who is disruptive to credit union operations may be subject to limitations on services and access to credit union facilities.*

August 18, 2008

Bylaws Article V. Elections., Section 2. *Election procedures.*

Option A4 *Election by electronic device (including but not limited to telephone and electronic mail) or mail ballot, nominating committee and nominations by petition.*

June 25, 2010

Bylaws Article I. Name – Purpose, Section 1. *Name.*

Name change to: *Everence Federal Credit Union.*

February 28, 2011

Bylaws Article III. Shares of Members, Section 1. *Par value.*

Change the par share value to \$5 (from \$25)

October 31, 2011

Bylaws Article V. Elections, Section 1. *Nomination procedures.*

Remove: *All members nominated to serve on the board of directors of this credit union will be approved in writing by the board of directors of Everence Financial.*

January 24, 2014

Bylaws Article VII. Board Officers, Management Officials and Executive Committee, Section 9. *Duties of secretary.*

Updates to secretary office on corporate resolution.

April 24, 2015

Bylaws Article VI. Board of directors, Section 3. *Terms of office.*

Institute board member 4-term limit beginning with the 2017 election.

January 29, 2016

Bylaws Article IX. Supervisory Committee, Section 1. *Appointment and membership.*

Institute committee member 3-year terms and 4-term limit.

September 23, 2016

Bylaws Article VI. Board of directors, Section 1. *Number of members.*

Reduce the board size *from 9 to 7* members by the year 2019.

December 18, 2017

Bylaws Article VI. Board of directors, Section 1. *Number of members.*

Reduce the board size *from 9 to 7* members.

April 17, 2020

Bylaws Article IV. Meetings of Members, Section 6. *Emergency exception to in-person quorum requirement.* ***This exception provided by the NCUA expired in 2022.*

September 29, 2023

Bylaws Article VI. Board of directors., Section 1. *Number of members.*

The board consists of 9 members, all of whom must be members of this credit union.

September 29, 2025

Article III. Shares of Members, Section 7. *Joint accounts and membership requirements.*

Owners of a joint account may both be members of the credit union without opening separate accounts. For joint membership, both owners are required to fulfill all the membership requirements, including each member purchasing and maintaining at least one share in the account.

REPLACE THE ABOVE SECTION WITH:

Each member must purchase and maintain at least one share in a share account that names the member as the sole or primary owner. Being named as a joint owner of a joint account is not sufficient to establish membership.

Article VI. Board of Directors, Section 3. *Terms of office.*

The regular terms of office for directors must be for periods of either 2 or 3 years, as the board determines, provided, however, that all regular terms must be for the same number of years and until the election and qualification of successors. The regular terms must be fixed at the beginning, or upon any increase or decrease in the number of directors, so that approximately an equal number of regular terms must expire at each annual meeting.

REPLACE THE ABOVE SECTION WITH:

The regular terms of office for directors must be for a period 3 years, as the board determines, provided, however, that all regular terms must be for the same number of years and until the election and qualification of successors. The regular terms must be fixed at the beginning, or upon any increase or decrease in the number of directors, so that approximately an equal number of regular terms must expire at each annual meeting. No director may serve more than 4 consecutive regular terms.

Article VI. Board of Directors, Section 5. *Regular and special meetings.*

Add: The board may act and vote on resolutions without a meeting. The board must first obtain unanimous consent for the action in writing or by electronically recorded means.

Article VI. Board of Directors, Section 10. *Director Emeritus.*

Add: The board of directors may appoint any former director who served on the board at least 1 year as "Director Emeritus." The individuals appointed directors emeriti function as an advisory committee to the board of directors. Terms for directors emeriti are 1 year. The board may increase or decrease the number of directors emeritus, or shorten or extend any director emeritus's term, by resolution. Unless separately elected or appointed, directors emeriti are not members of any other committee of the credit union. Directors emeriti are not a member or officer of the board of directors; they may not vote on any matter before the board or any other committee of the credit union; they may not receive any compensation from the credit union; and they are not required to attend any meetings or authorized to perform any duties other than providing advice to the credit union's board, staff and other committees as needed.

Article VII. Board Officers, Management Officials and Executive Committee, Section 11. Investment committee. The board may appoint an investment committee composed of not less than two, to serve at its pleasure to have charge of making investments under rules and procedures established by the board. No member of the investment committee may be compensated as such.

Addendum: The board must list the positions of the board officers and management officials of this credit union. They are as follows:

Chairman
Vice Chairman
Treasurer
Secretary
Assistant Treasurer
Assistant Secretary
President/CEO

REPLACE THE ABOVE WITH:

*Board Chair
Vice Chair
Treasurer
Secretary
President/CEO
VP of Finance
VP of Operations
VP of Lending
VP of Member Services
VP of Member Engagement and Community Impact
VP of Business Services*

ARTICLE VIII. Loan Officers, Section 2. Loan Officer Duties. The loan officer must, for each loan or line of credit, inquire into the character and financial condition of the applicant and the applicant's sureties, if any, to ascertain their ability to repay fully and promptly the obligations incurred by them and to determine whether the loan or line of credit will be of probable benefit to the borrower. The loan officers should endeavor diligently to assist applicants in solving their financial problems.

REPLACE SENTENCE ABOVE WITH: *Loan Officers should diligently assist applicants in resolving their financial problems.* (remove "endeavor...to")

Article V. Elections, Section 1. Nomination procedures.

Add: *The nominating committee must widely publicize the call for nominations to all members by any medium and interview each member that meets any qualifications established by the nominating committee.*

Article IX. Supervisory Committee, Section 3. Duties of supervisory committee.

Add from NCUA template:

- b. *If all director positions become vacant at once, the supervisory committee immediately assumes the role of the board of directors. The supervisory committee acting as the board must generally call and hold a special meeting to elect a board. That board will serve until the next annual meeting. They must hold the special*

meeting at least 7 but no more than 14 days after all director positions became vacant. Nominations for the board at the special meeting are by petition or from the floor. However, the supervisory committee may forego the special meeting if the next annual meeting will occur within 45 days after all the director positions become vacant.

- c. The supervisory committee acting as the board may not act on policy matters. However, directors elected at a special meeting have the same powers as directors elected at the annual meeting.*

Article XVI. General, Section 6. Availability of credit union records.

Add: As long as the Everence Federal Credit Union maintains a website, the board will post the bylaws on the website.

Article XVI. General, Section 7. Member contact information. Members must keep the credit union informed of their current address,

Add: or the current email address if the member has elected to receive electronic communications.

Article XVI. General, Section 8. Indemnification.

a) The credit union may elect to indemnify to the extent authorized by Model Business Corporation Act: the following individuals from any liability asserted against them and expenses reasonably incurred by them in connection with judicial or administrative proceedings to which they are or may become parties by reason of the performance of their official duties:

- 1) current officials
- 2) current employees

REPLACE THE ABOVE WITH:

- 1) current officials
- 2) former officials
- 3) current employees
- 4) former employees

Article XVII. Amendments of Bylaws and Charter, Section 1. Amendment procedures.

Add: After adopting amendments, Everence Federal Credit Union will update the bylaws posted on its website and ensure that members seeking to inspect the bylaws receive the most current version of the bylaws.

Addendum C

Charters

FCU 503-A

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
SOCIAL SECURITY ADMINISTRATION
BUREAU OF FEDERAL CREDIT UNIONS

Mennonite Scottdale
FEDERAL CREDIT UNION

CHARTER NO. 10223

16-58150-2 GPO

ORGANIZATION CERTIFICATE

Mennonite Scottdale

FEDERAL CREDIT UNION

Charter No. 10223

TO BUREAU OF FEDERAL CREDIT UNIONS:

We, the undersigned, do hereby associate ourselves as a Federal credit union for the purposes indicated in and in accordance with the provisions of the Federal Credit Union Act, Public Law 467, 73d Congress, 1st Session, entitled, "An Act to establish a Federal Credit Union System, to establish a further market for securities of the United States and to make more available to people of small means credit for provident purposes through a national system of cooperative credit, thereby helping to stabilize the credit structure of the United States"; we hereby request approval of this organization certificate; we agree to comply with the requirements of said Act, with the terms of this organization certificate and with all laws, rules, and regulations now or hereafter applicable to Federal credit unions; and we hereby certify that:

(1) The name of this credit union shall be Mennonite Scottdale

Federal Credit Union.

(2) This credit union will maintain its office at Scottdale, Pennsylvania

and will operate in the following territory : That described in the field of

membership.

(3) The names and addresses of the subscribers to this certificate and the number of shares subscribed by each are as follows:

NAME	ADDRESS	SHARES
Isa Zink	928 Pittsburgh Street Scottdale, Pennsylvania	1
Ellrose D. Zook	715 Walnut Avenue Scottdale, Pennsylvania	1
Elizabeth A. Showalter	7 Collins Avenue Scottdale, Pennsylvania	1
H. Ralph Hernley	R.D. #1 Scottdale, Pennsylvania	1
Mervin L. Miller	Mennonite Publishing House Scottdale, Pennsylvania	1
Joseph R. Buzzard	806 George Street Scottdale, Pennsylvania	1
Millard C. Lind	R.D. #1 Scottdale, Pennsylvania	1
Stanley E. Yoder	815 Market Street Scottdale, Pennsylvania	1

(4) The par value of the shares of this credit union shall be \$5.00.

(5) The field of membership shall be limited to those having the following common bond of association, occupation, or residence: Employees of the Mennonite Publishing House who work in Scottdale, Souderton, Lancaster and New Holland, Pennsylvania, and Goshen, Indiana, or who are paid or supervised from Scottdale, Pennsylvania; employees of this credit union; members of their immediate families; and organizations of such persons.

(6) The term of this credit union's existence shall be perpetual; *Provided, however,* That upon the finding that this credit union is bankrupt or insolvent or has violated any provision of this organization certificate, of the bylaws, of the Federal Credit Union Act including any amendments thereto or thereof, or of any regulations issued thereunder, this organization certificate may be suspended or revoked under the provisions of Section 16(b) of the Federal Credit Union Act.

(7) This certificate is made to enable the undersigned to avail themselves of the advantages of said Act.

(8) The management of this credit union, the conduct of its affairs, and the powers, duties, and privileges of its directors, officers, committees and membership shall be set forth in the approved bylaws and any approved amendments thereto or thereof.

IN WITNESS WHEREOF we¹ have hereunto subscribed our names this 15th

day of MARCH, 1955

Isla Zink Joseph R. Buzzard
Ellen D. Zook William C. Ford
Elizabeth G. Showalter Stanley E. Yuen
Herb R. Heruley
Mervin L. Miller

Subscribed before me, an officer competent to
 administer oaths, at SCOTTDALE, PA.
 this 15th day of MARCH

1955

Signed Chester R. Shank

Title NOTARY PUBLIC

(Notary public or other competent officer)

Commission expires March 26, 1955

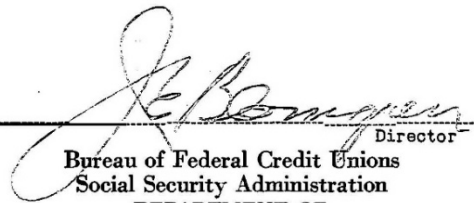
¹ At least seven signers, none of whom should administer the oath.

U. S. GOVERNMENT PRINTING OFFICE 16-58350-2

APPROVAL OF ORGANIZATION CERTIFICATE

Pursuant to the provisions of Section 4 and/or Section 16(c) of the Federal Credit Union Act, as amended, and Section 2 of Public Law 813, 80th Congress, 2d Session, the foregoing organization certificate of _____

_____ Mennonite Scottsdale Federal Credit Union
is approved this 15th day of April, 1955



Director
Bureau of Federal Credit Unions
Social Security Administration
DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE

CERTIFICATE OF APPROVAL OF AMENDMENT OF CHARTER AND/OR BYLAWS

Charter No. 10223, Mennonite Scottdale Federal Credit Union,
Scottdale, Pennsylvania

WHEREAS, formal request has been submitted by the officials of this Federal credit union that the following amendment of its charter and/or bylaws be approved:

Section 5 of the charter shall be amended to read as follows:

"The field of membership shall be limited to those having the following common bond: Employees of the Mennonite Publishing House who work in Scottdale, Souderton, Lancaster or New Holland, Pennsylvania, or Goshen, Indiana, or Bloomington, Illinois, or who are paid or supervised from Scottdale, Pennsylvania; members of the Mennonite Church in Scottdale, East Scottdale, or North Scottdale, Pennsylvania; employees of this credit union; members of their immediate families; and organizations of such persons (see Bylaws, article XVIII, section 2(b))."

AND WHEREAS, it appears that the requirements of article XX of the bylaws have been fulfilled, and that the amendment is in the best interests of the members and is not inconsistent with Law,

NOW, THEREFORE, pursuant to the provisions of the Federal Credit Union Act, the foregoing submitted amendment of the charter and/or bylaws of the above Federal credit union is hereby approved this 24th day of September, 19 63.

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
SOCIAL SECURITY ADMINISTRATION
BUREAU OF FEDERAL CREDIT UNIONS

FORM FCU 27
(REV. 6-61)

J. R. Gannon
DIRECTOR
BUREAU OF FEDERAL CREDIT UNIONS
By: J. Maguire
REGIONAL REPRESENTATIVE

CERTIFICATE OF APPROVAL OF AMENDMENT OF CHARTER AND/OR BYLAWS

Mennonite Scottdale Federal Credit Union,
Charter No. 10223 Scottdale, Pennsylvania

WHEREAS, formal request has been submitted by the officials of this Federal credit union that the following amendment of its charter and/or bylaws be approved:

Section 5 of the charter shall be amended to read as follows:

"The field of membership shall be limited to those having the following common bond: Employees of the Mennonite Publishing House who work in Scottdale, Souderton, Lancaster or New Holland, Pennsylvania, Goshen, Indiana, or Bloomington, Illinois, or who are paid or supervised from Scottdale, Pennsylvania; members of the Mennonite Church in Scottdale, East Scottdale, or North Scottdale, Pennsylvania; employees of the Laurelville Mennonite Church Center, Mt. Pleasant, Pennsylvania; employees of this credit union; members of their immediate families; and organizations of such persons."

XXI

AND WHEREAS, it appears that the requirements of article ~~XX~~ of the bylaws have been fulfilled, and that the amendment is in the best interests of the members and is not inconsistent with Law,

NOW, THEREFORE, pursuant to the provisions of the Federal Credit Union Act, the foregoing submitted amendment of the charter and/or bylaws of the above Federal credit union is hereby approved this 12th day of December, 1969

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
SOCIAL SECURITY ADMINISTRATION
BUREAU OF FEDERAL CREDIT UNIONS
FORM FCU 27
(REV. 6-61)

Kegane Lamm
DIRECTOR, BUREAU OF FEDERAL CREDIT UNIONS
By: Stephen Kirk
REGIONAL REPRESENTATIVE

CERTIFICATE OF APPROVAL OF AMENDMENT OF CHARTER AND/OR BYLAWS

Charter No. 10223 Mennonite Scottdale Federal Credit Union,
Scottdale, Pennsylvania

WHEREAS, formal request has been submitted by the officials of this Federal credit union that the following amendment of its charter and/or bylaws be approved:

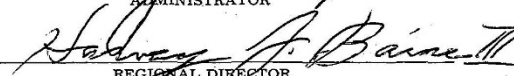
Section 5 of the charter shall be amended to read as follows:

"The field of membership shall be limited to those having the following common bond: Employees of the Mennonite Publishing House who work in Scottdale, Souderton, Lancaster or New Holland, Pennsylvania, Goshen, Indiana, or Bloomington, Illinois, or who are paid or supervised from Scottdale, Pennsylvania; members of the Mennonite Church in Scottdale, East Scottdale, or North Scottdale, Pennsylvania; employees of the Laurelville Mennonite Church Center, Mt. Pleasant, Pennsylvania; unremarried spouses of persons who died while within the field of membership of this credit union; employees of this credit union; members of their immediate families; and organizations of such persons."

AND WHEREAS, it appears that the requirements of article XXI of the bylaws have been fulfilled, and that the amendment is in the best interests of the members and is not inconsistent with Law,

NOW, THEREFORE, pursuant to the provisions of the Federal Credit Union Act, the foregoing submitted amendment of the charter and/or bylaws of the above Federal credit union is hereby approved this 30th day of March, 19 73.

National Credit Union Administration
Washington, D.C.


ADMINISTRATOR
By: 
REGIONAL DIRECTOR

NCUA 4104 (REV. 10/70)



NATIONAL CREDIT UNION ADMINISTRATION

REGION II

CERTIFICATION OF RESOLUTION OF BOARD OF DIRECTORS
ADOPTING AMENDMENT OF CHARTER

We, the undersigned, president and secretary of the Mennonite Scottdale Federal Credit Union, Charter No. 10223, Scottdale, Pennsylvania, hereby certify:

That by affirmative vote of two-thirds of the members of the board at a duly held meeting thereof on August 15, 1983, the following resolution was adopted:

BE IT RESOLVED: The amendment of this credit union's charter is hereby adopted, as set forth below, to become effective upon approval of the National Credit Union Administration:

Section 5 of the charter shall be amended to read as follows:

"The field of membership shall be limited to those having the following common bond:

1. Members and employees of Mennonite churches who reside within the Commonwealth of Pennsylvania;

2. Employees of the Mennonite Publishing House who work in Scottdale, Souderton, Lancaster or New Holland, Pennsylvania, Goshen, Indiana, or Bloomington, Illinois, or who are paid or supervised from Scottdale, Pennsylvania;

3. Employees of the following groups who work at the Commonwealth of Pennsylvania locations named:

- a. Board of Congregational Resources, Salunga.
- b. Brotherly Aid Liability Plan, Salunga.
- c. Eastern Mennonite Board of Missions and Charities, Salunga.
- d. Friendship Community, Lititz.
- e. Goodville Mutual Casualty Company, New Holland.
- f. Lancaster Mennonite Coordinating Council, Salunga.
- g. Lancaster Mennonite High School, Lancaster.
- h. Lancaster Mennonite Historical Society, Lancaster.
- i. Mennonite Central Committee, Akron.
- j. Mennonite Economic Development Associates, Akron.
- k. Mennonite Home, Lancaster.
- l. Mennonite Indemnity, Inc., Akron.
- m. Mennonite Mental Health Services, Inc., Akron.
- n. Mennonite Mutual Aid, Lancaster.
- o. Mennonite Your Way, Salunga.
- p. Philhaven Hospital, Lebanon, and
- q. Tabor Community Services, Inc., Lancaster;

4. Spouses of persons who died while within the field of membership of this credit union;

5. Employees of this credit union;

6. Members of their immediate families; and

SUITE 700 1776 G STREET N.W. WASHINGTON, D.C. 20006 202-682-1900



NATIONAL CREDIT UNION ADMINISTRATION

REGION II

7. Organizations of such persons."

(THE UNDERLINED PORTION HAS BEEN ADDED OR CHANGED)

That notice of the above meeting was given to the members of the board in accordance with article XXI, section 1, of the bylaws:

That the foregoing resolution, together with the names of directors voting for the amendment, those voting against the amendment, and those absent from the meeting, have been entered in full in the minutes of the board of directors of this Federal credit union.


PRESIDENT

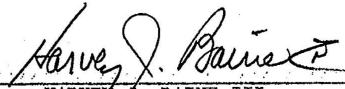

ACTING SECRETARY

CERTIFICATE OF APPROVAL OF AMENDMENT OF CHARTER

WHEREAS, it appears that the requirements of article XXI of the bylaws have been fulfilled, and that the amendment is in the best interests of the members and is not inconsistent with Law,

NOW, THEREFORE, pursuant to the provisions of the Federal Credit Union Act, the foregoing submitted amendment of the charter of the above Federal credit union is hereby approved this 19th day of August 19 83.

By:


HARVEY J. BAINE III
REGIONAL DIRECTOR

SUITE 700 1776 G STREET N.W. WASHINGTON, D.C. 20006 202-682-1900



NATIONAL CREDIT UNION ADMINISTRATION

REGION II

CERTIFICATE OF APPROVAL OF AMENDMENT OF CHARTER

Mennonite Scottdale Federal Credit Union, Charter No. 10223, Scottdale, Pennsylvania.

WHEREAS, formal request has been submitted by the officials of this Federal credit union that the following amendment of its charter be approved:

Section 1 of the charter shall be amended to read as follows:

"The name of this credit union shall be Pennsylvania Mennonite Federal Credit Union."

AND WHEREAS, the amendment is in the best interests of the members and is not inconsistent with Law,

NOW, THEREFORE, pursuant to the provisions of the Federal Credit Union Act, the foregoing submitted amendment of the charter of the above Federal credit union is hereby approved November 28, 1984, subject to adoption by the board of directors in accordance with Article XXI of the Federal Credit Union Bylaws.

By:

Harvey J. Baine III
HARVEY J. BAINE III
REGIONAL DIRECTOR

At a meeting held on December 6, 1984, the above amendment to the charter was adopted by the board of directors in accordance with Article XXI of the Federal Credit Union Bylaws.

[Signature]
PRESIDENT

Barbara L. Lenz
SECRETARY

SUITE 700 1776 G STREET N.W. WASHINGTON, D.C. 20006 202-682-1900



NATIONAL CREDIT UNION ADMINISTRATION
Washington, D.C. 20456

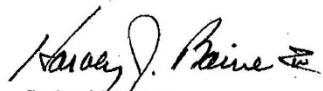
CHARTER NO. 10223

CERTIFICATE OF NAME CHANGE

I, the undersigned, certify that in accordance with the prescribed procedures of the
National Credit Union Administration, the name of the
Mennonite Scottdale Federal Credit Union
was changed to

Pennsylvania Mennonite Federal Credit Union

The amendment of the charter changing the name of the credit union was approved
on November 28, 1984.


Regional Director
National Credit Union Administration

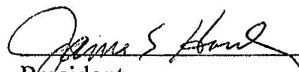
(NOTE: This certificate may be used to support the changing of the name of the credit union with
the bank, the surety company, on investment certificates owned by the credit union, etc.)

CERTIFICATION OF RESOLUTION OF BOARD OF DIRECTORS
ADOPTING AMENDMENT OF CHARTER

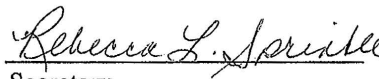
WHEREAS, the attached amendment of the credit union's charter is in the best interests of the members and is consistent with Law, and all necessary authorizations having been obtained,

NOW, THEREFORE, pursuant to the provisions of the Federal Credit Union Act, the attached amendment of the charter of the Pennsylvania Mennonite Federal Credit Union No. 10223 is hereby adopted by the board of directors in accordance with Article XXI of the Federal Credit Union Bylaws.

We, the undersigned President and Secretary of the above federal credit union, hereby certify that on July 12, 1992, the above resolution amending the charter was adopted by the board of directors in accordance with Article XXI of the Federal Credit Union Bylaws.



President



Secretary

Section 5 of the Charter of the Pennsylvania Mennonite Federal Credit Union is hereby amended to read as follows:

"The field of membership shall be limited to those having the following common bond:

1. Members and employees of Mennonite churches who reside within the Commonwealth of Pennsylvania;
2. Employees of the Mennonite Publishing House who work in Scottdale, Souderton, Lancaster or New Holland, Pennsylvania, Goshen, Indiana, or Bloomington, Illinois, or who are paid or supervised from Scottdale, Pennsylvania;
3. Employees of the following groups who work at the Commonwealth of Pennsylvania locations named:

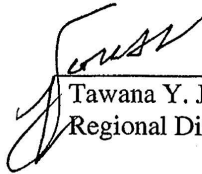
Board of Congregational Resources, Salunga,
Brotherly Aid Liability Plan, Salunga,
Eastern Mennonite Board of Missions and Charities, Salunga,
Friendship Community, Lititz,
Goodville Mutual Casualty Company, New Holland,
Lancaster Mennonite Coordinating Council, Salunga,
Lancaster Mennonite High School, Lancaster,
Lancaster Mennonite Historical Society, Lancaster,
Mennonite Central Committee, Akron,
Mennonite Economic Development Associates, Akron,
Mennonite Home, Lancaster,
Mennonite Indemnity, Inc., Akron,
Mennonite Mental Health Services, Inc., Akron,
Mennonite Mutual Aid, Lancaster,
Mennonite Your Way, Salunga,
Philhaven Hospital, Lebanon, and
Tabor Community Services, Inc., Lancaster;

4. Employees of West Fallowfield Christian School, who work in Atglen, Pennsylvania; 7/2/99

Spouses of persons who died while within the field of membership of this credit union; employees of this credit union; members of their immediate families or households; and organizations of such persons."

July 2, 1999

Date of Approval


Tawana Y. James
Regional Director



NATIONAL CREDIT UNION ADMINISTRATION

REGION II
October 25, 2000

Larry D. Miller, President
Pennsylvania Mennonite Federal Credit Union
Post Office Box 10455
Lancaster, PA 17605

Dear Mr. Miller:

The mergers of Ohio Mennonite Federal Credit Union, Charter No. 24180, in Kidron, Ohio, and Illinois Mennonite Federal Credit Union, Charter No. 24367, in Evanston, Illinois, are complete; therefore, we are canceling their charters effective October 1, 2000.

The capitalization balance of the merging credit unions have been credited to your capitalization account. Please verify the consolidated balance when you receive your next share insurance statement. If the balance is incorrect, please contact Mary McCarrick at (703)518-6582.

Enclosed is the amendment which adds the merging credit unions' fields of membership to your charter. It can be adopted by resolution of the board of directors in accordance with Article XVII, Section 1 of the revised Federal Credit Union Bylaws effective October 14, 1999. Further approval by this office is not required as long as no changes are made to the enclosed amendment. The completed form, signed by the directors, must be filed with the credit union's official charter/bylaws.

If you have any questions concerning the above, please contact the Division of Insurance in this office.

Sincerely,


Tawana Y. James
Regional Director

DOI/M1:lag
#10223-08B
Enclosure

cc: Region IV (Chicago)
Pennsylvania Credit Union League
Ohio Credit Union League
Illinois Credit Union League
Federal Reserve Bank
Thomson Financial Publishing
CUMIS & CUNA
Lane Guide

SUITE 4206 1775 DUKE STREET ALEXANDRIA, VIRGINIA 22314-3437 703-519-4600 (FAX) 703-519-4620

Section 5 of the Charter of the Mennonite Financial Federal Credit Union is hereby amended to read as follows:

"The field of membership shall be limited to those having the following common bond:

1. Members and employees of Mennonite churches who reside within the Commonwealth of Pennsylvania;
2. Employees of the Mennonite Publishing House who work in Scottsdale, Souderton, Lancaster or New Holland, Pennsylvania, Goshen, Indiana, or Bloomington, Illinois, or who are paid or supervised from Scottsdale, Pennsylvania;
3. Employees of the following groups who work at the Commonwealth of Pennsylvania locations named:

Board of Congregational Resources, Salunga,
Brotherly Aid Liability Plan, Salunga,
Eastern Mennonite Board of Missions and Charities, Salunga,
Friendship Community, Lititz,
Goodville Mutual Casualty Company, New Holland,
Lancaster Mennonite Coordinating Council, Salunga,
Lancaster Mennonite High School, Lancaster,
Lancaster Mennonite Historical Society, Lancaster,
Mennonite Central Committee, Akron,
Mennonite Economic Development Associates, Akron,
Mennonite Home, Lancaster,
Mennonite Indemnity, Inc., Akron,
Mennonite Mental Health Services, Inc., Akron,
Mennonite Mutual Aid, Lancaster,
Mennonite Your Way, Salunga,
Philhaven Hospital, Lebanon, and
Tabor Community Services, Inc., Lancaster;

4. Employees of West Fallowfield Christian School, who work in Atglen, Pennsylvania; 07/2/99

5. The following has been added effective October 1, 2000, as a result of the merger of Ohio Mennonite Federal Credit Union: **10/25/00**

Members and participants of all Mennonite churches who reside within the State of Ohio, including Amish, Beachy Amish, Brethern in Christ, Conservative Mennonite, Evangelical Mennonite, General Conference Mennonite, Holdeman Mennonite, Ohio Mennonite, or Wisler Mennonite;

Members of record of the Ohio Mennonite Federal Credit Union as of the effective date of this merger;

6. The following has been added effective October 1, 2000, as a result of the merger of Illinois Mennonite Federal Credit Union: **10/25/00**

Members of all Mennonite churches, including Illinois Conference Mennonite, General Conference Mennonite, Conservative Mennonite, Evangelical Mennonite, Mennonite Brethern, Brethern in Christ, Beachy Amish, Old Order Amish, or any group eligible to be a member of Mennonite World Conference, who reside within the State of Illinois;

Bremontown Manor, Inc., Tinley Park, Illinois and Synapses, Inc., Chicago, Illinois

Members of record of the Illinois Mennonite Federal Credit Union as of the effective date of this merger;

Spouses of persons who died while within the field of membership of this credit union; employees of this credit union; members of their immediate families or households; and organizations of such persons."

October 25, 2000
Date of Approval


Tawana Y. James
Regional Director



NATIONAL CREDIT UNION ADMINISTRATION
REGION II

CERTIFICATE OF APPROVAL OF AMENDMENT OF CHARTER

Pennsylvania Mennonite Federal Credit Union, Charter No. 10223, Lancaster, Pennsylvania.

WHEREAS, formal request has been submitted by the officials of this federal credit union that the following amendment of its charter be approved:

Section 1 of the charter shall be amended to read as follows:

"The name of this credit union shall be **Mennonite Financial** Federal Credit Union."

AND WHEREAS, the amendment is in the best interests of the members and is not inconsistent with Law,

NOW, THEREFORE, pursuant to the provision of the Federal Credit Union Act, the foregoing submitted amendment of the charter of the above federal credit union is hereby approved October 25, 2000, subject to adoption by the board of directors in accordance with Article XVII, Section 1 of the revised Federal Credit Union Bylaws effective October 14, 1999.

By: _____

Tawana Y. James
Tawana Y. James
Regional Director

At a meeting held on November 20, 2000,
the above amendment to the charter was adopted by the board of directors in
accordance with Article XVII, Section 1 of the revised Federal Credit Union Bylaws.

Aaron Martin Jr.
PRESIDENT

Rebecca L. Sprinkle
SECRETARY

CERTIFICATION OF RESOLUTION OF BOARD OF DIRECTORS
ADOPTING AMENDMENT OF CHARTER

WHEREAS, the attached amendment of the credit union's charter is in the best interests of the members and is consistent with Law, and all necessary authorizations having been obtained,

NOW, THEREFORE, pursuant to the provisions of the Federal Credit Union Act, the attached amendment of the charter of the Mennonite Financial Federal Credit Union No. 10223 is hereby adopted by the board of directors in accordance with Article XVII, Section 1 of the revised Federal Credit Union Bylaws effective October 14, 1999.

We, the undersigned President and Secretary of the above federal credit union, hereby certify that on November 20, 2000, the above resolution amending the charter was adopted by the board of directors in accordance with Article XVII, Section 1 of the revised Federal Credit Union Bylaws effective October 14, 1999.

Aaron Martin Jr.
President

Rebecca L. Sprinkle
Secretary



National Credit Union Administration
REGION II

January 3, 2003

Larry D. Miller, President/CEO
Mennonite Financial Federal Credit Union
1532 Lititz Pike
P.O. Box 10455
Lancaster, PA 17605-0455

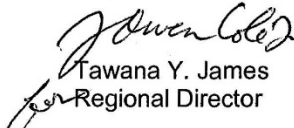
Dear Mr. Miller:

Your request to amend your charter to add the members of the Mennonite Mutual Aid Association has been approved as shown in the enclosed Section 5 of your charter.

This single common bond amendment is approved in advance and need only be adopted by your board of directors in accordance with Article XVII, Section 1 of the revised Federal Credit Union Bylaws, effective October 14, 1999.

If you have any questions, please contact the Division of Insurance at (703) 519-4600.

Sincerely,


Tawana Y. James
Regional Director

DOI/ADM:mwb
FCU 10223-08B
Enclosure

Section 5 of the Charter of the Mennonite Financial Federal Credit Union is hereby amended to read as follows:

"The field of membership shall be limited to those having the following common bond:

1. Members and employees of Mennonite churches who reside within the Commonwealth of Pennsylvania;
2. Employees of the Mennonite Publishing House who work in Scottdale, Souderton, Lancaster or New Holland, Pennsylvania, Goshen, Indiana, or Bloomington, Illinois, or who are paid or supervised from Scottdale, Pennsylvania;
3. Employees of the following groups who work at the Commonwealth of Pennsylvania locations named:

Board of Congregational Resources, Salunga,
Brotherly Aid Liability Plan, Salunga,
Eastern Mennonite Board of Missions and Charities, Salunga,
Friendship Community, Lititz,
Goodville Mutual Casualty Company, New Holland,
Lancaster Mennonite Coordinating Council, Salunga,
Lancaster Mennonite High School, Lancaster,
Lancaster Mennonite Historical Society, Lancaster,
Mennonite Central Committee, Akron,
Mennonite Economic Development Associates, Akron,
Mennonite Home, Lancaster,
Mennonite Indemnity, Inc., Akron,
Mennonite Mental Health Services, Inc., Akron,
Mennonite Mutual Aid, Lancaster,
Mennonite Your Way, Salunga,
Philhaven Hospital, Lebanon, and
Tabor Community Services, Inc., Lancaster;

4. Employees of West Fallowfield Christian School, who work in Atglen, Pennsylvania; 7/2/99
5. The following has been added effective October 1, 2000, as a result of the merger of Ohio Mennonite Federal Credit Union: 10/25/00

Members and participants of all Mennonite churches who reside within the State of Ohio, including Amish, Beachy Amish, Brethern in Christ, Conservative Mennonite, Evangelical Mennonite, General Conference Mennonite, Holdeman Mennonite, Ohio Mennonite, or Wisler Mennonite;

Members of record of the Ohio Mennonite Federal Credit Union as of the effective date of this merger;

6. The following has been added effective October 1, 2000, as a result of the merger of Illinois Mennonite Federal Credit Union: 10/25/00

Members of all Mennonite churches, including Illinois Conference Mennonite, General Conference Mennonite, Conservative Mennonite, Evangelical Mennonite, Mennonite Brethern, Brethern in Christ, Beachy Amish, Old Order Amish, or any group eligible to be a member of Mennonite World Conference, who reside within the State of Illinois;

Bremontown Manor, Inc., Tinley Park, Illinois and Synapses, Inc., Chicago, Illinois

Members of record of the Illinois Mennonite Federal Credit Union as of the effective date of this merger;

7. Dues paying members of the Mennonite Mutual Aid Association, in Goshen, Indiana, who qualify for membership in accordance with its constitution and bylaws in effect as of January 3, 2003: 1/3/03

Spouses of persons who died while within the field of membership of this credit union; employees of this credit union; members of their immediate families or households; and organizations of such persons."

January 3, 2003
Date of Approval

Tawana Y. James
Tawana Y. James
Regional Director



National Credit Union Administration
REGION II

CERTIFICATE OF APPROVAL OF AMENDMENT OF CHARTER

Mennonite Financial Federal Credit Union, Charter No. 10223, Lancaster, Pennsylvania.

WHEREAS, formal request has been submitted by the officials of this federal credit union that the following amendment of its charter be approved:

Section 1 of the charter shall be amended to read as follows:

"The name of this credit union shall be **Everence** Federal Credit Union."

AND WHEREAS, the amendment is in the best interests of the members and is not inconsistent with Law,

NOW, THEREFORE, pursuant to the provision of the Federal Credit Union Act, the foregoing submitted amendment of the charter of the above federal credit union is hereby approved October 1, 2010, subject to adoption by the board of directors in accordance with Article XVII, Section 1 of the revised Federal Credit Union Bylaws effective November 30, 2007.

By: _____

Roger A. Blake
Director of Insurance

At a meeting held on October 30, 2010,
the above amendment to the charter was adopted by the board of directors in
accordance with Article XVII, Section 1 of the revised Federal Credit Union Bylaws.

PRESIDENT
SECRETARY



National Credit Union Administration
REGION II

CHARTER NO. 10223

CERTIFICATE OF NAME CHANGE

I, the undersigned, certify that in accordance with the prescribed procedures of the National Credit Union Administration, the name of the

Mennonite Financial
Federal Credit Union

was changed to

Everence
Federal Credit Union

The amendment of the charter changing the name of the credit union was approved on October 1, 2010.

A handwritten signature in black ink, appearing to read 'Roger A. Blake'.

Roger A. Blake
Director of Insurance
National Credit Union Administration

(NOTE: This certificate may be used to support the changing of the name of the credit union with the bank, the surety company, on investment certificates owned by the credit union, etc.)

NCUA 4106-II

Section 5 of the Charter of the Mennonite Financial Federal Credit Union is hereby amended to read as follows:

"The field of membership shall be limited to those having the following common bond:

1. Members and employees of Mennonite churches who reside within the Commonwealth of Pennsylvania;
2. Employees of the Mennonite Publishing House who work in Scottdale, Souderton, Lancaster or New Holland, Pennsylvania, Goshen, Indiana, or Bloomington, Illinois, or who are paid or supervised from Scottdale, Pennsylvania;
3. Employees of the following groups who work at the Commonwealth of Pennsylvania locations named:

Board of Congregational Resources, Salunga,
Brotherly Aid Liability Plan, Salunga,
Eastern Mennonite Board of Missions and Charities, Salunga,
Friendship Community, Lititz,
Goodville Mutual Casualty Company, New Holland,
Lancaster Mennonite Coordinating Council, Salunga,
Lancaster Mennonite High School, Lancaster,
Lancaster Mennonite Historical Society, Lancaster,
Mennonite Central Committee, Akron,
Mennonite Economic Development Associates, Akron,
Mennonite Home, Lancaster,
Mennonite Indemnity, Inc., Akron,
Mennonite Mental Health Services, Inc., Akron,
Mennonite Mutual Aid, Lancaster,
Mennonite Your Way, Salunga,
Philhaven Hospital, Lebanon, and
Tabor Community Services, Inc., Lancaster;

4. Employees of West Fallowfield Christian School, who work in Atglen, Pennsylvania; 7/2/99
5. The following has been added effective October 1, 2000, as a result of the merger of Ohio Mennonite Federal Credit Union: 10/25/00

Members and participants of all Mennonite churches who reside within the State of Ohio, including Amish, Beachy Amish, Brethern in Christ, Conservative Mennonite, Evangelical Mennonite, General Conference Mennonite, Holdeman Mennonite, Ohio Mennonite, or Wisler Mennonite;

Members of record of the Ohio Mennonite Federal Credit Union as of the effective date of this merger;

6. The following has been added effective October 1, 2000, as a result of the merger of Illinois Mennonite Federal Credit Union: 10/25/00

Members of all Mennonite churches, including Illinois Conference Mennonite, General Conference Mennonite, Conservative Mennonite, Evangelical Mennonite, Mennonite Brethern, Brethern in Christ, Beachy Amish, Old Order Amish, or any group eligible to be a member of Mennonite World Conference, who reside within the State of Illinois;

Bremontown Manor, Inc., Tinley Park, Illinois and Synapses, Inc., Chicago, Illinois

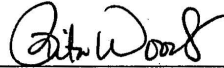
Members of record of the Illinois Mennonite Federal Credit Union as of the effective date of this merger;

7. Members of the ~~Mennonite Mutual Aid Association~~ Everence Association, Inc. (name change 10/2/12), in Goshen, Indiana, who qualify for membership in accordance with its constitution and bylaws in effect as of January 3, 2003: 1/3/03

Spouses of persons who died while within the field of membership of this credit union; employees of this credit union; members of their immediate families or households; and organizations of such persons."

October 2, 2012

Date of Approval



Kent D. Buckham
Director, Office of Consumer Protection